



**Equity and Empowerment Commission**  
**Thursday, March 31, 2022**  
**Virtual**  
**6:30 PM**

To Join: <https://us02web.zoom.us/j/84256810967?pwd=OHZ6MThuQzlxYmxaRIBQWURhWkJGUT09>

**AGENDA**

Page

**1. CALL TO ORDER/DECLARATION OF A QUORUM**

**2. PUBLIC COMMENT**

**3. APPROVAL OF MINUTES**

**A. Approval of February 17, 2022, Meeting Minutes**

3 - 4

Staff recommends approval of the minutes of the Equity and Empowerment Commission meeting of February 17, 2022.

**For Action**

[Equity and Empowerment Commission - Feb 17 2022 - Minutes - Pdf](#)

**4. DISCUSSION**

**A. YWCA Stand Against Racism**

Staff from the YWCA will discuss their upcoming event, Stand Against Racism, and potential ways for the City to be involved in the event.

**For Discussion**

B. **Equity Tool Update**

Chair Karla Thomas will give an update on the development of an Equity Tool for the City of Evanston

**For Discussion**

C. **Drafting an Ordinance**

The Commission is discussing drafting an ordinance to ensure the Equity Tool is used. The Commission will discuss what to include in a potential ordinance.

**For Discussion**

**5. ADJOURNMENT**

**Mission Statement**

The Equity and Empowerment Commission's (EEC) mission is to develop shared recognition, and language of the history and impact of structural racism in Evanston, and develop tools and practices to achieve racial equity for all residents.



## Equity and Empowerment Commission

Thursday, February 17, 2022 @ 6:30 PM

Lorraine H. Morton Civic Center

**COMMITTEE MEMBER  
PRESENT:**

Devon Reid, Councilmember, Kymberly Walton, Commissioner, LaShandra Rayfield, Commissioner, Kady McFadden, Commissioner, Omar Salem, Commissioner, Alejandra Ibañez, Chair, Darlene Cannon, Commissioner, Jane Grover, Commissioner, and Karla Thomas, Commissioner

**COMMITTEE MEMBER  
ABSENT:**

**STAFF PRESENT:**

Matthew Ouren, CMO Fellow

**1. CALL TO ORDER/DECLARATION OF A QUORUM**

**2. APPROVAL OF MINUTES**

**A. Approval of Jan 20, 2022 Meeting Minutes**

Staff recommends approval of the January 20, 2022, Equity and Empowerment meeting minutes

Moved by Councilmember Devon Reid

Seconded by Commission Member Kady McFadden

**Ayes:** Councilmember Devon Reid, Commission Member Kady McFadden, Commission Member Kymberly Walton, Commission Member Omar Salem, Alejandra Ibañez, Commissioner Darlene Cannon, Jane Grover, and Vice Chair Karla Thomas

**Carried 8-0 on a recorded vote**

**3. PUBLIC COMMENT**

Eileen Heineman shared that the YWCA is going to host Stand against Racism and is requested a few minutes next month on the agenda.

**4. CONSIDERATION**

**A. Approval of the Chair and Vice-Chair**

Staff recommends the Appointment of Karla Thomas as Chair and LaShandra Rayfield as Vice Chair

Moved by Councilmember Devon Reid  
Seconded by Jane Grover

**Ayes:** Councilmember Devon Reid, Commission Member Kymberly Walton, Commission Member Kady McFadden, Commission Member Omar Salem, Alejandra Ibañez, Commissioner Darlene Cannon, Jane Grover, and Vice Chair Karla Thomas

**Carried 8-0 on a recorded vote**

B. Evanston Community Equity Survey Update

Karla Thomas shared an update about the plan to share the Survey. The Commission approved the survey and sending it out. Once the commission provides staff with a draft press release, it will go out through the normal City channels, and through the list the Commission created.

**5. DISCUSSION**

A. Environmental Equity Planning Investigation Report

Andy Schlickman gave a report on EJE's environmental equity investigation. Three elements of the investigation include public engagement, hiring a facilitator, and building a mapping tool. Some commissioners expressed particular interest in the mapping tool that maps environmental equity. Commissioners expressed a strong desire to support EJE's Investigation.

Kady McFadden will be a liaison to EJE from the Equity and Empowerment Commission

B. Concept of Drafting an Ordinance

Karla Thomas explained the idea of creating a team of drafting an ordinance codifying that the City adopt the Equity and Empowerment Commissions tool. Councilmember Reid volunteered to lead the drafting of the ordinance.

**6. ADJOURNMENT**

Meeting Adjourned 7:40PM